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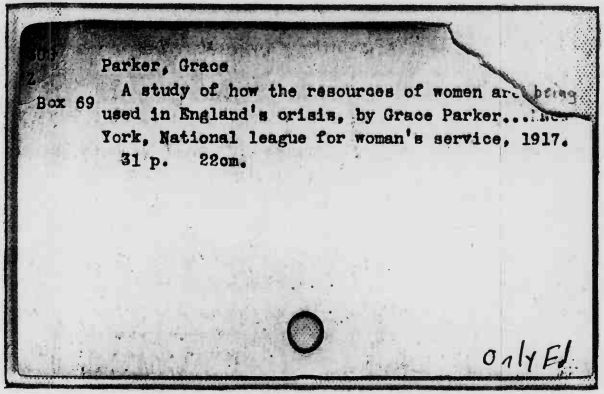
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A STUDY of HOW the RESOURCES of WOMEN ARE BEING USED IN ENGLAND'S CRISIS

By

GRACE PARKER

Published by

NATIONAL LEAGUE FOR WOMAN'S SERVICE

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A STUDY of HOW the RESOURCES of WOMEN ARE BEING USED IN ENGLAND'S CRISIS

By GRACE PARKER

This Study was made possible by the Co-operation of The Duchess of Marlborough; The Marchioness of Londonderry; Lady Jekyll; Mrs. Lewis Harcourt; Mrs. H. J. Tennant; Mrs. Walter Runciman; Miss Picton-Turberville; Mrs. Charles W. Furse, Commandant-in-Chief V.A.D.; Miss Lillian Barker, Lady Superintendent Royal Arsenal, Plumstead; Miss F. H. Durham, Chief Woman Inspector, Board of Trade, and many other English women who through their supreme self-sacrifice are helping to meet England's great need in this her greatest crisis : : :

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A STUDY *of* HOW *the* RESOURCES OF WOMEN ARE BEING USED IN ENGLAND'S CRISIS

When I left New York City November 4th, 1916, for England, my primary object was to study the work of women's organizations in general, and of the Voluntary Aid Detachments in particular, and to learn from their experience how perhaps our own organization work might be strengthened and stimulated, and how far the work being done by women in England could be applied to our own conditions and needs in America.

Upon my arrival in England I realized, as I had not realized before, and as it is impossible for anyone to realize except by personal contact with conditions there, what the war in Europe means to the women of Europe.

Little do we understand, on this side of the water, the vital importance of the work which women are doing in its relation to the very life of England. Little do we recognize how England's Army of men in the trenches is supplemented by its Army of women at home, and how far the success of the tremendous struggle in which England and her Allies are engaged depends upon the work which women are doing.

The demands have developed resources hitherto unthought of in connection with women. Common service, common sacrifice, have inspired a common understanding. Human relationships and relationships to responsibilities have been shorn of superficialities. Old traditions, old prejudices, have disappeared, and Woman as a civic, an industrial, a military asset, has been revealed to England for the first time in England's history.

Instead, therefore, of limiting my study to the work of Women's Voluntary Organizations in England, as originally planned, the study was extended to include "How the Resources of Women are Being Used in England's Crisis."

In submitting the Report of this Study, it is my earnest hope that I may be able to convey something of the spirit, as well as the scope, of the great service which is being rendered by the women of England in this, England's greatest struggle.

Introductions from prominent persons in this country secured for me the generous co-operation of such women as the Duchess of Marlborough, the Marchioness of Londonderry, Lady Jekyll, Mrs. Lewis Harcourt, Mrs. H. J. Tenant, Mrs. Walter Runciman, Miss Picton-Turberville, Mrs. Charles W. Furse, Miss Lillian Barker, Miss F. H. Durham and many others who are taking a leading part in the great organization work, the industrial and agricultural work which is being done by women.

The work of women in England, it seems to me, may be classified under four general heads, as follows:

I Work for the Sick and Wounded
II Military Work
III Social and Welfare Work
IV Industrial and Agricultural Work

I—WORK FOR THE SICK AND WOUNDED

The London Times' History of Women's Work in the War states, "One of the great feats of the war was the mobilization of the nursing forces."

There were in Great Britain at the outbreak of the war, three branches of the military nursing service—Queen Alexandra's Imperial Military Nursing Service, evolved after the Boer War out of the old army nursing service, consisting of about 279 members, with a reserve which was later largely increased; the Territorial Force Nursing Service, numbering 3,000, the largest number of nurses available who could be immediately mobilized; and the Civilian Nurses, who could be called up to supplement the Imperial Nursing Service.

In ten days after the outbreak of the war, the 23 Territorial General Hospitals in different parts of England, Wales and Scotland were ready to receive the wounded, and the 3,000 Territorial Nurses were also ready. When war was declared, August 4, 1914, each General Hospital contained 520 beds, a total of 11,960 beds; a nursing service of 92 members, and a reserve of 30.

In June, ten months later, the 23 General Hospitals contained 32,566 beds, an increase of 896 beds per hospital, with a nursing service of 3,853 trained staff and 2,812 untrained staff. Meantime, several hundred nurses had been sent to France and Belgium to the clearing stations at the front, and to the hospital ships.

After nine months of war, 800 auxiliary hospitals had been established in England, Scotland and Wales. Many fine old homes were converted into hospitals and convalescent homes, and were staffed with members of the Voluntary Aid Detachments.

THE VOLUNTARY AID DETACHMENTS:

This organization was started in 1909. Sir Alfred Keogh, Head of the Medical Division of the British Army, as a result of his experiences in the Boer War, recognized the vital need of a trained Voluntary Nursing Service to supplement the work of the Royal Army Medical Corps, a service which should be organized and trained in time of peace, which could be immediately mobilized in time of war. He prepared the plan for the Voluntary Aid Detachments, which was approved by the War Office. In August, 1909, a pamphlet entitled, "Scheme for the organization of Voluntary Aid in England and Wales," was published by the War Office, and, in October, 1911, a similar pamphlet was published for Scotland. Because of a resolution, passed at the Geneva Convention in 1906, which provided that only one organization for each belligerent Country shall be recognized in time of war, it was recommended that the V. A. D. should be organized under the British Red Cross.

The general scheme was "devised with the object of giving to those members of the civil population who, from motives of patriotism and sympathy for the sick and wounded, are desirous of offering their services for the performance of the various duties, an opportunity of allowing themselves and their efforts to be organized and co-ordinated efficiently, so that the sick and wounded may derive the fullest possible benefit."

"The duties connected with this work would be somewhat as follows:

1—The preparation of country carts and other vehicles for the removal of patients lying down.

2—The improvisation of stretchers for the transport of very severe cases by hand.

3—The conversion of country houses, farms, public buildings, or, in fact, whole villages or small towns into temporary hospitals, for the care and shelter of sick and wounded until they can be placed on railway trains for conveyance to general hospitals.

4—Similar utilization of local resources for the care of trivial cases of sickness or wounds in the vicinity of active operations.

5—The formation of rest stations along lines of evacuation, either by road, rail, or water, where sick and wounded may receive rest and refreshment, or, if necessary, accommodations over night, or where they may be made comfortable while waiting to be loaded on trains, or after they are taken off trains.

6—The provision of a personnel for accompanying the sick and wounded in transit.

7—The fitting out of empty vans or other rolling stock for the transport of sick and wounded by rail.

8—The collection and distribution of material for clearing hospitals and rest stations, and the management of depots for such materials."

The personnel of a Detachment is as follows:

1 Commandant.

1 Quartermaster.

1 Trained Nurse.

20 women, of whom four should be qualified as Cooks.

The plan provides that all candidates for membership in a Detachment (with the exception of trained nurses and cooks) are required to have a First Aid and Home Nursing Certificate, or to undertake to secure such Certificates within twelve months from the date of enrollment. Otherwise they are liable to be removed from the Detachment.

Those not having the First Aid and Home Nursing Certificate at time of enrollment are considered "on probation."

Voluntary Aid Detachments are organized under County Directors, each Detachment being registered and numbered at the War Office. The plan further provides that every officially recognized Voluntary Aid Detachment shall be inspected annually by a duly appointed officer, and on the basis of such inspection it is decided whether or not official recognition shall be continued.

Following this general plan Voluntary Aid Detachments under the British Red Cross and the St. John's Ambulance were organized throughout England, so that, at the outbreak of the war, nearly 60,000 members of Detachments were enrolled.

The Duke and Duchess of Devonshire, early in the war, turned over Devonshire House in London to be used as the V. A. D. Headquarters. Here all the administrative work is carried on by a staff of from sixty to eighty women, all volunteers, with the exception of perhaps a half a dozen paid assistants. A Joint Committee of the St. John's Ambulance, The British Red Cross, and the V. A. D. was formed, and in the early stages of the war met every day at Devonshire House to pass upon candidates for Hospital, Canteen, Motor Ambulance work, and General Service.

It was found impractical, as time went on, to use the Detachments as units, the original plan having been devised to meet conditions from a war of invasion; the present plan is that individuals are sent wherever their services are needed. The work is classified under two general Divisions—the Nursing Service and General Service. For the Nursing Service, the requirements are First Aid and Home Nursing Certificates; members with Hospital experience are given preference: Age limit for Foreign Service is 23 to 42; for Home Service, 21 to 48; candidates must be inoculated against Enteric fever; must join for one month's probation, and, if considered suitable, sign a contract for six months' service in the same hospital. They can sign on for a further period of six months if asked to do so by the Matron of the Hospital in which they are serving. Their engagement can be terminated at any time by the Matron-in-Chief at the War Office. Salary is at the rate of twenty pounds per annum; an allowance of four pounds per annum is made for uniform. Quarters, food, washing and travelling expenses are paid.

A provision is made for Military Hospitals V. A. D. Special Service Probationers. Women who do not hold First Aid and Home Nursing Certificates may attach to Detachments as V. A. D. Special Service Probationers. The terms of service are the same as for the V. A. D. members.

The requirements for General Service members are as follows:

General Service Members need not be in possession of First Aid and Home Nursing Certificates. The age limit is 18 to 50. They must serve one month on probation, subject to notice at any time. If satisfactory, members sign an agreement to serve for twelve months or for the duration of the war. The Hospital authorities may terminate the agreement at any time by one month's notice, except for unsuitability or incompetence, when a week's notice will be given. All service, whether probationary or otherwise, is paid a small amount. An allowance of four pounds is made for uniform at the end of the month's probation, if agreement to serve twelve months is signed.

A Motor School has been opened in connection with the V. A. D. work in London, where candidates for driving Motor Ambulances must pass a rigid test, not only as to their skill in driving, but also as to their knowledge of the mechanism of the car. Candidates must also pass an examination in stretcher drill. Civil and Military authorities agree that no words of praise are good enough for the splendid work which is being done by the nearly 10,000 V. A. D. members working in all parts of England and France. Cheerfully they undertake whatever task is set for them to do. They work long hours, day in and day out, month in and month out, in Hospitals, in Rest Stations, in Canteens, in driving Ambulances at home and at the front. No task is too menial for them to do. In the Hospitals their work consists of relieving the regular nurses in every possible way; in washing bandages, in cooking, in caring for the patients, in keeping the ward in order, etc.

In the Canteens, which are kept open night and day, seven days in the week, hot drinks and food are served to the sick and wounded Tommies as the trains come in one after another. The tremendous amount of work done at one of these V. A. D. railroad station Canteens may be realized in some measure from the following figures: At the Victoria Station, London, on Friday, December 1st, 1916, 10,020 men were served with sandwiches and cakes, hot coffee, tea or cocoa.

Saturday, December 2, 8,865 men were served.

Sunday, December 3, 10,208 men were served.

Monday, December 4, 8,195 men were served: So that in four days, 37,288 men were served in this one Canteen.

Mrs. Furse, the Commandant-in-Chief of the V. A. D. work, in speaking of the training of the members, said, "There is no part of all the training which I consider of such great importance as the Military Drill. The discipline, the quick obedience of commands, the training in group work, the esprit de corps which comes through military drill is invaluable in every department of the work which our V. A. D. members are doing."

The untrained woman, the woman who had taken no part in organization work before the war, who had never worked under discipline, is the woman who is finding herself to be of the least use to her Country, in her Country's great need. The fact that the V. A. D. had a large group of trained women organized and ready has been of inestimable value in supplementing the work of the Army Medical Corps and the Red Cross in caring for the sick and wounded.

THE RED CROSS

Another Department of the British Red Cross, one which is affording opportunity for women, both trained and untrained, women of all classes and all ages, to give practical expression to their desire to do their bit in England's crisis, is the Workrooms and Supply Depots which are located all over England. In these Workrooms and Supply Depots, every conceivable article for hospital use and for the comfort of the sick and wounded men is made. Thousands of women are engaged in these Workrooms and Depots, giving whatever time they are able to give, some working all day and every day, some working at night, and others giving a few hours whenever they are able.

I spent one day at the Central Workroom of the Red Cross at the Royal Academy in London, where the Dowager Countess of Jersey is in charge. It was most interesting to see how splendidly the work is organized and systematized under a matron, who is general supervisor, with lady volunteers in charge of the various departments. In the cutting department were bales upon bales of flannel, unbleached muslin, etc., being cut for different hospital garments. The garments are passed on from the cutting department to the machine room. In this department are about one hundred sewing machines which have been loaned to the Red Cross. Many of the women who were operating these machines had never used a sewing machine before the war. From the machine room the garments are passed on to the finishing room. In the bandage department about fifty women make every kind and description of bandages. In the knitting department socks, comforters, woolen jackets, etc., are made. The wife of a prominent London surgeon is in charge of the bandage department. In speaking of the splendid way in which women are working day after day in the Red Cross Workrooms, she said, "This work is the only thing that makes life livable for many of us now. Our sorrow is a Common Sorrow; our sacrifice is a National Sacrifice. The needs of the Nation make us forget our individual suffering." And so it is everywhere. Self is forgotten in the splendid spirit of service which dominates the life in England today. The product of all the Red Cross Workrooms and Supply Depots is sent to the British Red Cross Warerooms at 83 Pall Mall, and from here distributed to Hospitals throughout England and the war zone. Here a large number of women volunteers are engaged in sorting, counting, packing and getting ready for shipment the vast quantities of supplies for which there is constant demand.

Another very interesting department of the work of the Red Cross, in which many volunteer workers are being used, is the Missing and Wounded Enquiry Office, at 18 Carleton House Terrace. Here inquiries are received in regard to missing and wounded, and attempts are made, through correspondence and Red Cross Agents at the front, to locate the men. Over 20,000 have been traced through this office. Nearly one hundred women are engaged in the office work, who, with perhaps a half dozen exceptions, are all doing volunteer work.

To attempt to describe the colossal work of the Red Cross in detail would be impossible. But thousands are able, through the opportunities which it offers, to express to the brave boys at the front and to those who have come back—wounded, crippled, blinded—the appreciation, the gratitude of the Nation.

THE ST. JOHN'S AMBULANCE

Working along almost parallel lines with the Red Cross is the St. John's Ambulance Association, which is the outgrowth of the Order of St. John of Jerusalem, founded by the Knights of St. John in the Eleventh Century. This Order, from the beginning of its history, has carried on Hospital work, and at the outbreak of the war had its trained staff of volunteer workers, including both men and women, who were mobilized at once for war work. Two hundred and fourteen hospitals, containing 11,171 beds, are being supplied by the St. John's Ambulance Association. The supplies are sent from depots and workrooms in all parts of England, Scotland and Wales, to the Central Warerooms at St. John's Gate, Clerkenwell, and from here distributed to the hospitals. At least once a week a list of "Requirements" is published, including articles which the St. John's Hospitals need. These lists are sent out to all the workrooms and depots, so that at no time do the Warerooms become stocked with

supplies which the Hospitals cannot use. Lady Jekyll is in charge of the St. John's Warerooms, and she, with her staff of Volunteer Assistants, including Ladies of Title, Mothers whose boys are at the front and who want to "do their bit" to help, women of all classes of society, have been working day in and day out since the war started and are prepared to work to the finish.

AMERICAN WOMEN'S WAR RELIEF FUND

One of the first organizations to offer assistance for the sick and wounded after the outbreak of the war was the American Women's War Relief Fund. This organization is composed of a group of American women married to Englishmen and resident in England. Within one week after war was declared these women had outlined their program of work, which included:

1—A Hospital for Wounded Soldiers.

2—An Ambulance Ship.

3—Economic Relief Work.

An Ambulance Ship not being required by the Authorities at that time, six Motor Ambulances for use at the Front were substituted, and a seventh Ambulance was later presented to the War Office through the Fund.

Mr. E. Paris Singer offered his magnificent country place, Oldway House, Paignton, South Devon, for use as a Hospital, which the American Women's War Relief Committee offered to equip with two hundred beds, and entirely maintain for the duration of the war. This offer was accepted by the War Office on August 21, 1914. Since then the number of beds has been increased to two hundred and fifty. Every expense, including salaries of staff, supplies, transport of wounded from trains, etc., is borne by the Committee. Already half a million dollars have been contributed by Americans to this Fund, aside from enormous contributions of all kinds of hospital supplies, garments, fruits, flowers, etc.

The American Women's War Relief Fund was one of the first organizations to attempt to meet some of the difficult economic problems created by the war. (This phase of the work will be described in this Report under the general heading, "Industrial and Agricultural.")

The WOMEN'S RESERVE AMBULANCE, also called the Green Cross Society, is another organization which offers a unique opportunity for usefulness to every woman desirous of helping her Country in this hour of need. Many business women employed during the day in office, shop or factory, who have only a limited time to give to war work are able to do their bit in one way or another through the variety of work undertaken by the Women's Reserve Ambulance. Not only is this organization doing Ambulance work, as its name suggests, but Night Canteen work, Messenger Work, Orderly work in Soldiers' Clubs, War Hospitals and Supply Depots, also Motor Transport work all come within its scope.

The Motor Transport work of the Women's Reserve Ambulance is large and important. In addition to the Motor Transports and Ambulances owned by the organization, a number of private cars have been turned over for its use. On three days a week, the limbless patients cared for in Queen Mary's Auxiliary Hospital, Roehampton House, are collected from the various railway stations and taken to Roehampton. The Women's Reserve Ambulance cars are also used for taking groups of wounded from the various hospitals on regular outings. Members are also driving ambulances at the front in Servia and Russia under the Scottish Women's Hospital.

The organization has a membership of about five hundred women, including women of every "class," all working as volunteers.

WOMEN'S MEDICAL UNITS

Immediately after the war broke out, Women's Voluntary Medical Units were formed. The first of these was the Women's Hospital Corps, under Dr. Flora Murray and Dr. Louisa Garrett Anderson. This Unit, organized and privately equipped in London, went to Paris and established headquarters at Claridge's Hotel, under the auspices of the French Government. Such splendid work was done by the Women's Hospital Corps, they were asked to start a hospital of 200 beds at Wimereux, which afterwards amalgamated with the Royal Army Medical Corps. So efficient in every way was the work of this Unit that the War Office in England offered to equip a Military Hospital of 550 beds in London, to be placed in charge of the Women's Hospital Corps. St. Giles Union, a work house in Endell Street, was converted into a hospital, and to me, of all the Military and Auxiliary Hospitals which I visited, this was one of the most interesting, for many reasons. To convert an old work house into a Military Hospital meant extensive alterations. What was eighteen months ago an institution with old-fashioned plumbing, and wholly unequipped for hospital purposes, today is a Military Hospital with 500 beds and thoroughly equipped with every modern hospital appliance. But most interesting of all is the fact that the War Office of conservative England has entirely staffed this Military Hospital with women. Surgeons, Doctors, Nurses, Orderlies are all women.

The work of women doctors from the beginning of the war, has been of the greatest value. In peace time women doctors had a strong and old-fashioned prejudice to contend with. There was a general feeling that nursing was womanly but that the practice of medicine was not.

But this old prejudice, like many another tradition, has been broken down forever by the work which women have done for England in this greatest of wars. So great has been the demand for women doctors and so ready are the women of England to respond to any and every demand made upon them, it has been necessary to build a large addition to the London School of Medicine for Women, in order to accommodate the several hundred women who are now studying with feverish intensity to prepare themselves to serve their country in this vitally important work for which they are needed.

The great work for the sick and wounded is, of course, that in the Military Hospitals, the Auxiliary Hospitals and the Convalescent Homes.

Everything possible is done to restore the health of the wounded men and no effort is spared to add to their comfort. The wards are attractive with flowers sent from every possible source. Fruits, jellies, cigarettes, pipes and tobacco all are expressions of affection and gratitude to the boys who have fought for England, and the length of the war in no way lessens these contributions. Practically every hospital has its theatre, and entertainments for the convalescents are arranged at frequent intervals. The men are taught needlework, crocheting, knitting, worsted weaving, and they take to this kind of work eagerly as a means of diversion. Most interesting is the manual training carried on in many hospitals. For instance, the men who have lost their sight at the front are not discharged from the hospitals helpless and dependent. They are given instruction whereby they may still be self-supporting and remain useful members of society. As an illustration of this —there is a tremendous demand for masseurs in all of the hospitals. Massage treatment is being given with the greatest benefit to men suffering from nervous shock, from gas, stiff joints, paralysis, etc. In the hospitals for the blind, massage is being taught, and as soon as these blind students have become proficient, they are sent out to other hospitals to give massage treatment. I know of no more touching sight than a blind Tommy giving treatment to a wounded comrade, joking about his "new profession," and cheering his "patient" with assurances that "I'll soon have you out now, and as good as new." And, too, the men who have lost legs or arms are being taught trades whereby they may earn a living when they are discharged from the Hospital. Thus many hospitals have become not only institutions for the care of the sick and wounded, but training schools to fit the wounded men for the economic responsibility which will be theirs.

So much splendid work has been done by organizations and individuals for the sick and wounded, it would take volumes to describe it all, and much of the splendid sacrifice which has meant comfort and relief for the brave men of England will never be written nor told. But out of these sacrifices, out of the sympathy and understanding which this fearful war has developed between all classes of men and women, a better England is sure to come.

II — MILITARY WORK

Some splendidly practical and useful work is being done by organizations which are supplying women to fill the places of men in army service, thus relieving the men for the firing line.

THE WOMEN'S LEGION, organized and financed by the Marchioness of Londonderry, is supplying army motor drivers who are working directly under the War Office. The Legion has its own motor school, where women are trained not only in driving, but are also instructed regarding the mechanism of the car. About two hundred and fifty have already been supplied by the Women's Legion as Army Motor Drivers. Another unique and interesting phase of the work of this organization is the training of cooks for army service. This includes cooks for Military Hospitals and Camps and teachers for the Schools for Army Cooking. An official publication on War Work says, "It was a wise provision of the Powers that, before our men proceed to a life of emergency in France or the East, they must learn to cook. It may not be the most glorious department of the craft of war, but it is truly an essential one."

In one of the barracks of East London is a typical School for Army Cooking, where, every three weeks, one hundred Tommies are sent up from an Army camp for three weeks instruction. Each man has an examination once a week and must know how to cook vegetables, soup, roasts, stews, rice, boiled puddings, plain cakes and buns. The Women's Legion trains and furnishes teachers for these Army Cooking Schools and several hundred women have enlisted for this work.

THE SCHOOL OF WOMEN SIGNALLERS was started in 1915, its object being to learn and to teach army signalling. The training includes "flagging," "lamp or flashlight signalling," the "buzzer" signals, the "telegraph sounder," or "tapper." Complete familiarity with the Army Telegraph Form is also required. The women who have completed this training are prepared to replace men as teachers of army signalling.

Another organization which is working along similar lines is the WOMEN SIGNALLERS TERRITORIAL CORPS. This organization is attempting to develop signalling platoons in every town and village throughout the Country. Training for the Platoons includes several branches: Semaphore—flags, mechanical arms; Morse—flags, air line

and cable, sounder (telegraphy), buzzer, wireless, whistle, lamp, heliograph, map reading. The London Platoons are making a special study of Wireless Telegraphy and recently one of its members was appointed as wireless instructor at the Wireless College. While women are taking up this work at present as war work, there is no question but that a new profession is being opened up for women when the war is over.

THE WOMEN'S VOLUNTEER RESERVE is an organization with a membership of something over 6,000. Its commanding officer, Mrs. W. W. Charlesworth, in speaking of the training of the members for service, said, "Military Drill is the basis of our work and is compulsory. Our women are prepared for Home Defense, if this should be necessary." A number are active as motor cycle messengers. A motor ambulance van is in use in London day and night for army purposes. Two hundred and fifty expert motor drivers are members of London Detachments and are hoping to be called up to drive the mail vans in London, to release men for the front.

III—SOCIAL AND WELFARE

With the outbreak of the war came tremendous abnormal social conditions, conditions much more complex than anything with which existing social organizations had ever had to deal, and as the mobilization of England's great army of six million men progressed, these social problems increased. In communities where formerly there may have been perhaps a hundred men, now there are thousands—men in uniform, men eager, anxious, alert, waiting for "something to happen": and the excitement of it all has reacted upon the girls and young women and new methods have been necessary to deal with these new conditions.

The NATIONAL UNION OF WOMEN WORKERS was one of the first organizations which undertook to meet the new social conditions. A Woman's Patrol Committee was organized and has done most excellent work. In the beginning, women patrols were sent out every night through districts where there were army camps or where soldiers were billeted. Girls and young women who were found loitering about for apparently no good purpose were advised to go home and were kindly reasoned with. But it was found that this method was not effective. If the streets were not the proper place to meet men or to spend the evening with men, it was obvious some suitable place must be provided, and the Women's Patrol Committee of the National Union of Women Workers experimented with Social Clubs, opening in some places joint Clubs for both men and women, and in other places Clubs for young women only, to which, on certain nights in the week, young men could be invited, the young women acting as hostesses. Games of all sorts were provided; on certain nights dances were held, and from the start these Clubs have been a success. Splendid, tactful women have been found to act as chaperones or supervisors, and both the young men and women show their appreciation by cooperating in every way in maintaining the standard which has been set for these Clubs. At one Club near Crystal Palace in London the average evening attendance is over 1,400. Now when the Patrols find girls and young women on the streets, they invite them to join the nearest Club and with very few exceptions the invitation is accepted at once. The work has been extended to all parts of England and there are at present over two hundred of these Clubs conducted by the National Union of Women Workers. The Police Commissioner has cooperated with the Patrols in every possible way. In the Metropolitan area, all of the Patrol Cards are signed by the Police Commissioner. These cards authorize the Police to give the Patrols all possible assistance. Lord Kitchener recognized the value of the work which was being done by the Women Patrols and sent instructions to Officers in command of military districts to assist the Patrols whenever posible. There seems to be a strong sentiment everywhere in favor of the Patrols and a conviction that the work they are doing has come to stay after the war is over.

THE YOUNG WOMEN'S CHRISTIAN ASSOCIATION is also conducting Clubs for young women and joint Clubs for both men and women. One of the officers of the Young Women's Christian Association in London, in describing the work of these Clubs said, "These Clubs are such a forward step in the Social work of our organization, they must be continued after the war is over."

The Young Women's Christian Association is also doing splendid work in establishing Canteens and hostels in connection with the munitions works and other industries. Villages have sprung up around the great munitions factories which have been opened in all parts of England during the past eighteen months. Housing problems have been created; welfare work for the thousands of employees, and restaurants where hot lunches and other meals could be provided, have been necessary, and both the Young Men's Christian Association and the Young Women's Christian Association have done most excellent work in meeting these needs. Hostels providing rooms at a moderate cost have been erected, Canteens have been opened where meals are served for a small amount.

At Woolwich, where there are 18,000 girls and women employed in the munition works, a hostel accommodating nearly 2,000 has been opened by the Y. M. C. A. Canteens have also been opened by the Y. M. C. A. within the Arsenal grounds,

where every day at luncheon between eight and nine thousand young women are served. At one of the Y. W. C. A. canteens, the manager one day received a petition, signed by several hundred girls, asking whether on certain days in the week they could not have a short intercession service for "the boys at the front." In response to this petition, short prayer services are held twice a week in the canteen during the luncheon hour.

The Y. W. C. A. has organized a committee for the welfare of girls in munition works. The work of this committee is adapted to meet local conditions and varies according to local needs. With a million and a half women employed in the munition works, welfare work is of vital importance and much splendid work is being done by the Y. W. C. A. and other organizations.

In many of the munitions works, and in other industries in which girls and women are employed welfare workers have been engaged by the employers to look after the health and recreation of the employees.

"Huts" have been established by the Y. M. C. A. in all parts of England, where hot lunches are served, where the army men may go at any time and write letters or read, have a bath, meet friends, etc. Some provide sleeping quarters, all are bright and cheerful and comfortable. These "huts" are one of the institutions most heartily appreciated by the boys awaiting orders, by the boys on leave, and by the convalescent wounded.

Another feature of the Y. M. C. A. work which is much appreciated by the "Tommies" is the department which arranges Concerts and Entertainments. This department is managed almost entirely by women and many professionals contribute their services most generously as "their bit."

Many committees and different groups are interested in recreation and entertainment for the boys in the Hospitals, the boys in Military Camps and in Military Districts, as well as for the boys at the front. Many "benefits" are also arranged, some by professional groups, others by private committees, to raise money for one or another of the war agencies.

CRECHES AND CLUBS FOR SCHOOL CHILDREN

Another vitally important phase of the Social and Welfare work is the Creches which have been opened near the large factories and munitions plants. Thousands of mothers are employed in the war industries of England, and the care, not only of the babies, but of the children of school age, while the mothers are at work, has been undertaken by various organizations. In most cases, the Creches have been opened in the vicinity of the large industries, so that the mother may leave her children on her way to work in the morning, and call for them on her way home at night. Play Supervisors are in charge, after school hours, of the children of school age. The mothers, in most cases, earn good wages, and pay a definite amount for the care of their children.

THE WOMEN'S POLICE SERVICE

For many years leading women in England have attempted to convince the authorities of the necessity for adding women to the police force, but up until war was declared had failed in their efforts. The outbreak of the war, however, produced conditions which gave the opportunity of putting the capabilities of women as police to a practical test, and the Women's Police Corps was organized. Its members are working as volunteers in London, and the experience thus gained has enabled them to fill positions as professional police women in towns where they are required by the authorities. On first joining the Women's Police Corps, recruits are expected to go through a course of eight weeks training, including Drill, First Aid, Practical Instruction in Police Duties gained by actual work in streets, parks, etc., study of special acts relating to women and children; also in civil and criminal laws; also the procedure and rules of evidence in Police Courts.

After the course of training has been completed, the members of the Corps work in three capacities; first, as Volunteers; second, as semi-official police-women; and third, as officially appointed police-women. In six different cities and towns in England police-women from the Women's Police Corps have been officially appointed. It was a great victory for women when a member of the Corps was recently appointed a member of the Metropolitan Police Force and paid under the Police Force rates. The work which the Women's Police Corps is doing includes: Patrolling; Attendance at Police Courts; Domiciliary Visiting; Supervision of Music Halls; Cinemas and Public Dance Halls; and Inspection of Common Lodging Houses.

Both the civil and military authorities speak in the highest terms of the very practical social and welfare work being done by the Women's Police Corps.

The hope of the Corps is that, while war conditions have made it possible to test the capabilities of women as police officers, the work accomplished may demonstrate the value of woman's service in this capacity, so that when the war is over women will be officially appointed as members of the Police Force.

THE SPIRITUAL AWAKENING IN ENGLAND

The spiritual awakening which is sweeping over England may, perhaps, be mentioned under the heading "Social and Welfare." Certain

it is that the social and welfare work in England will be greatly strengthened and stimulated by this spiritual awakening. And it is interesting to note that this is coming about not through the activity of the Church, but that the demand for spiritual help—spiritual strength—is coming from the people to the Church. Missions in which Roman Catholics and Protestants are cooperating have been established all over England. Shrines have been set up outside of private houses and public buildings, where one may stop and say a prayer. The superficial no longer satisfies; the substitutes for religion have failed; and everywhere one finds the men and women of England are looking to the Church for strength and courage to face the sacrifice, the sorrow and the suffering which this supreme struggle is bringing to everyone alike.

IV—INDUSTRIAL AND AGRICULTURAL

In the early days of August, 1914, following the declaration of war, the unrest throughout England was described as "the confused rushing of the unprepared to meet the unimagined." There was a terrible amount of unemployment among women. Within one week after the outbreak of the war, over 40,000 girls and women employed in "luxury trades" in London had been thrown out of work. It was impossible to secure work and many would have suffered serious hardship but for the quick action of women's organizations in opening work-rooms, which tided these girls and women over until the reaction set in, and there was work in plenty for everyone.

Again the AMERICAN WOMEN'S WAR RELIEF FUND was one of the first organizations to act in this emergency; within ten days work-rooms had been secured, equipped, and opened ready for business. All kinds of plain sewing were provided; all kinds of comforts for the men in the trenches and for the men in the hospitals were made at these work-rooms. Several hundred women were given employment through the American Women's War Relief Fund.

THE QUEEN'S WORK FOR WOMEN FUND was also immediately established, and the following message was sent by Queen Mary to the women of Great Britain:

"In the firm belief that prevention of distress is better than its relief, and that employment is better than charity, I have inaugurated the Queen's Work for Women Fund. Its object is to find employment for as many as possible of the women of this Country who have been thrown out of work by the war. I appeal to the women of Great Britain to help their less fortunate sisters through this fund."

Among other organizations to provide work during the period of unemployment was the WOMEN'S EMERGENCY CORPS. A toy shop was opened where women learned the trade of toy making, some becoming quite proficient.

The Women's Emergency Corps also opened a canning department, where women were given work canning fruit and vegetables, and making jelly. Quite a flourishing business was carried on by this department, and many women were tided over the trade depression through the opportunities furnished by the Women's Emergency Corps.

THE "THREE ARTS" WOMEN'S EMPLOYMENT FUND supplied work at their work-rooms for women artists, musicians and writers. Thousands of respirators were made in these work-rooms for the troops, and other articles to add to the comfort of the men in the trenches.

Under the GOVERNMENT two Committees were immediately appointed—one, THE COMMITTEE ON THE PREVENTION AND RELIEF OF DISTRESS; another, THE CENTRAL COMMITTEE ON WOMEN'S EMPLOYMENT. This latter Committee was appointed to be a "Standing Committee to consider and, from time to time, to report upon schemes for the provision of work for women and girls unemployed on account of the war."

England had never had a registry of its women. The fact that there could be an enormous amount of suffering owing to trade depression and dislocation was left to be discovered by the war. After the outbreak of the war, and after serious maladjustment of woman's labor, a registry of women, including their training, experience and occupation, was compiled.

In the Spring of 1915 industrial conditions had greatly changed and there was a tremendous demand for labor. Meantime, Employment Bureaus had been established by private organizations in addition to the NATIONAL SYSTEM OF LABOR EXCHANGES, under THE BOARD OF TRADE.

THE WOMEN'S SERVICE BUREAU, for example, was organized by the London Society for Women's Suffrage, and over 20,000 paid and voluntary workers had been placed in positions by this Bureau up to December 1, 1916.

The WOMEN'S SECTION OF THE BOARD OF TRADE is the clearing house of information regarding industries now open to women. Regular Weekly Bulletins, listing occupations in which women can be substituted for men, are published by the Women's Section of the Board of Trade. Regular Bulletins are also published and sent out to all the Local Exchanges, giving lists of industrial openings for women.

The Trades Unions have set aside their regulations in regard to trades hitherto open only to men, making it possible for women to take up

work never before done by women.

One cannot but be impressed with the splendid spirit in which women are undertaking industrial and agricultural work in England. There is no hesitating because of hardship; there is no complaining because conditions have made it necessary for women to do what has always been regarded as man's work; rather, the industrial situation is regarded as an opportunity for service; an opportunity to share with their men the burdens of war. It may not be in every case that women are inspired by patriotic ideals. There is the argument that high wages in munitions factories and other war industries may possibly be the incentive which is filling England's workshops with girls and women from every station in life. But, to go through the great workshops and munitions plants where wages are highest, to look into the faces of the thousands upon thousands of women working at heavy machines on eight hour shifts or twelve hour shifts, or whatever the hours of labor may be; to see their hands all dirt and oil-begrimed; to see their skin turned yellow from the work they are doing; to see them working in the danger zones of these shops and factories, filling shells with high power explosives, to talk with these women, and to have them say in answer to the question, "Isn't it fearfully hard work you are doing on that machine?"—"Well, it isn't easy, but think what our boys are doing"—the argument in regard to high wages loses its force, and one realizes there is something more fundamental, something more vital than mere money consideration which is impelling the great industrial service of women in England to-day.

In the munitions plants one sees women working in the greatest numbers. I went through the munitions works at Woolwich, where over 18,000 girls and women are now employed. In December, a year ago, only 400 women were employed in this plant.

Miss Lillian Barker, the Lady Superintendent, selected by the Government for this office because of the splendid work she had done in organizations of girls and women before the war, is in charge of this army of girls and women employed at the Royal Arsenal at Woolwich. It was my privilege to sit in her office and watch this capable, big-hearted, thoroughly human English woman dealing with applicants for work; with employees who wanted to be shifted from one department to another; or who wanted to be transferred from a night shift to a day shift; or who had some complaint to make against the service in the Canteen, or—whatever it might be—and each individual went away happy and smiling, confident that in Miss Barker she had a personal friend. The Lady Superintendent interviews and engages all of the girls and women employed in the munitions plant; she assigns them to the department for which they seem best fitted; all complaints of women employees are made to her and she, with the Foreman of the Department in which the women are employed, makes a satisfactory adjustment. The Lady Superintendent is also in charge of the welfare work and has general oversight of the Canteens operated within the Arsenal grounds by private organizations.

After explaining the operations of the office machinery of this gigantic organization, Miss Barker took me on a tour of several miles through the workshops. Here again, the personal interest of the big-hearted Lady Superintendent in the girls and women in the shops was demonstrated. There was a word of encouragement, a smile, a little personal remark, as she passed along the lines, and everywhere the girls and women looked up from their machines and greeted her with a friendly smile. As we passed a night-shift group late in the afternoon, just coming to work, one of the young women called back, "Are you coming to the Midnight Concert to-night, Miss Barker?" And Miss Barker called back, "I'll be there"—and then she explained that while concerts and entertainments were arranged for the day-shifts at mid-day, recreation for the night-shifts had to be arranged at mid-night.

One realizes, in watching the thousands of women at work in a munitions plant, how hopeless would be the cause for which England's men are fighting in the trenches, were it not for the work which England's women are doing in the workshops at home.

Under the MINISTRY OF MUNITIONS, a Committee has been appointed which is called "The Health of Munition Workers Committee." Under this Committee Factory Inspectors have been appointed; investigations have been made and reports rendered together with recommendations to the Ministry of Munitions under the following heads:

"Sunday Labor"—"Welfare Supervision" — "Special Industrial Diseases"—"Ventilation and Lighting of Munition Factories and Workshops" — "Canteen Construction and Equipment"—"Industrial Fatigue and Its Causes"—"Sickness and Injury."

Among other trades, in which women are being at present successfully employed in temporary replacement of men are:

Chemical Trades

Candles
Chemicals for Tanning, Textiles, and other Trades
Drugs, Fine Chemicals, etc.
Heavy Chemicals (Salt, Soda, and Alkali)
Manures and Fertilizers
Matches and Fire Lighters
Oil, Oil Seed Cake, Seed Crushing
Paints, Colors and Varnishes

Soap
Starch, Glue, and Polishes

Clothing Trades

Boots and Shoes
Corsets
Dress, Mantle, and Shirt Making
Dyeing and Cleaning, and Laundry Work
Gloves
Hats
Tailoring

Food Trades

Aerated Waters
Bacon Curing, Margerine Making, Meat Preserving, etc.
Biscuit Making
Bread, Cake and Pastry Making
Brewing and Bottling Beer
Distilling Spirits
Fruit Preserving, Chocolate and Sugar Confectionery Making
Grain Milling
Sugar Refining

Paper and Printing Trades

Cardboard Boxes
Paper and Wall Paper
Printing, Bookbinding, Stereotyping, Engraving, etc.
Publication of Newspapers and Periodicals
Stationery, Pencils, Gum, etc.

Textile Trades

Cotton
Hosiery
Jute Lace
Linen
Mat and Fibre
Rope and Twine
Sack Making
Silk
Textile Small Ware, Tents, Belting, Braid, etc.
Textile Bleaching and Dyeing
Webbing
Woolen and Worsted

Woodworking Trades

Box and Packing Case Making
Furniture
Saw Milling

Miscellaneous Trades

Basket Making and Wicker Work
Bricks
Brush Making
China, Earthenware, and Pottery
Games, Toys, etc.
Gas and Electricity Supply
Glass
India Rubber and Gutta Percha
Leather Dressing and Tanning
Leather Goods
Linoleum, Floor Cloth, Celluloid, Horn, etc.
Pianos and other Musical Instruments, etc.
Tobacco

Non-Industrial Occupations

Clerical Work
Porterage and Light Laboring
Post Office Work
Retail and Distributive Trades
Transport Trades
Warehouse and Stores Work.

The processes involved in these trades run up into the thousands, and women are doing the work not only satisfactorily, but in some lines the output per capita is greater than that of men.

There has been a tremendous demand for girls and women for clerical work. Several thousand are employed in the Army Pay Corps. When one remembers that England has mobilized an Army of six million men, one realizes what a colossal amount of clerical work must be involved in keeping the records. The Army pay stations are only one of the many departments in which women's services are being used.

Women had never been employed in Banks in England before the War; now in practically every bank in England there are women stenographers, women bookkeepers and women clerks.

In Post Offices, women are employed in many departments hitherto open mainly or exclusively to men; for example, several thousand women are now engaged in three shifts covering twenty-four hours in sorting letters and parcels at the Inland Circulation Office. Thousands more are engaged in sorting for the Army Post Office; also in the Censoring department, and some even in the Traveling Post Offices. Large numbers are employed as "postmen" both in town and country.

Women also are employed extensively in the replacement of men by retail tradesmen for counter work, for packing and for delivering.

Railways are employing women as Booking Clerks, Carriage Cleaners, Carriage Washers, Carriage Repairers, Cooks in Dining Cars, Engine Cleaners and Greasers, Goods Porters, Laborers in Repair Sheds, Lift Attendants, Machinists in Railway workshops, Messengers, Number Takers, Platform Porters, Telegraphists, Ticket Collectors, and Ticket Inspectors.

Women are employed on Trains and Omnibusses, as Drivers, Conductors, Inspectors, Cleaners; also as Switchboard Attendants in Electric Power Stations.

An Official Report contains the following interesting statement: "During the first two years of England's great war, her export trade was maintained at the highest point ever reached under normal conditions."

This is particularly interesting in view of the fact that women have replaced men in many of the large industries of England.

WOMEN IN AGRICULTURE.

What is true of the employment of women in trades and industries is also true in regard to the employment of women in Agriculture. The

following is quoted from an official in which women are successfully report on "Agricultural occupations employed."

OCCUPATION	PARTICULARS OF OCCUPATION	REMARKS
Agricultural Labourer Farm Servant	Bondager; datal man (on farm); drillman; hay and straw binder; hedger and ditcher; hop ground labourer; mulcher; strapper, twitcher.	Large numbers of women are doing the different kinds of work mentioned and are being increasingly useful.
Agricultural Labourer for Cattle	Cattleman; milker; dairyman (on farm); stockman's assistant; yardman.	In large numbers with success.
Agricultural Labourer for Horses	Carter (on farm); Ploughman; Teamsman.	To a very limited extent, as only the women who have a knowledge of horses are suitable.
Agricultural Machine Attendant	Reaping machine attendant; motor plougher; straw presser; threshing machine attendant.	To a limited extent. Quite suitable work, but experience required.
Gardeners	Cropper; landscape gardener; labourer; orchard gardener.	In large numbers. Demand much exceeds supply.
Market Gardener (including Labourer)		In large numbers. Demand much exceeds supply.
Nurseryman, Seedsman, Florist		To a limited extent.
Shepherd's Help.		In a few instances. More might be done by women.
Miscellaneous workers engaged in or connected with Agriculture.	Filbert grower; grass-keeper; hop, fruit, pea-picker; osier grower, trimmer, peat cutter; poultryman; teasel grower; turf cutter; watercress gatherer; willow hoer and trimmer.	In very large numbers. Much of this work is habitually done by women.

A number of women's organizations are making Agricultural experiments. Among these is the Women's Legion, under the direction of the Marchioness of Londonderry. The vast Londonderry Estates are being used for these experiments. For over fifty years England has been depending upon other countries for products which formerly were grown on her own soil. One experiment which is being made by the Women's Legion is to attempt to again raise these products in England. Many private estates have been turned over to the Government for Agricultural purposes. Under the Woman's Section of the Government Board of Agriculture and Fisheries, Miss Muriel Talbot is the Head Organizer and Miss Talbot's Department is the clearing house regarding Women in Agriculture, and Agricultural openings for women. With the possible serious shortage of food supplies in England, the demand for women in Agriculture is increasing, and the prospect is that the coming spring will find thousands more women going into agricultural work with the same splendid spirit with which women have entered all other lines of service.

When England's War is over, when the bloody battlefields are deserted and the roar of cannon has ceased, when England's heroes, living and dead, shall receive their Country's tribute of gratitude and praise for their noble service, their heroic sacrifice, surely in the roll call of honor, England's women will not be forgotten.

A WOMAN POWER BOARD UNDER THE GOVERNMENT.

After two and a half years of war, during which time the women of England have carried not only a large share of the work for the sick and wounded; of the Social and Welfare, and of the Civic Work, but also a large share of the industrial and agricultural work, leaders have come to realize the vital importance of a Woman Power Board under the Government.

Some of the handicaps which have affected the work of women and which have emphasized the importance of such a Board, have been: When war was declared, England had no registry of the women of the Country. It was left for war to demonstrate that the lack of such a registry meant maladjustment of labor, wasted energy, lost efficiency and real suffering. It was also left for war to demonstrate that a complete registry of ALL WOMEN between the ages of eighteen and fifty was needed, and not MERELY A REGISTRY OF WOMEN IN INDUSTRY. Over a million girls and women who had never before the war been engaged in trades and industry are now employed in the factories and workshops of England, to say nothing of the hundreds of thousands who are doing social, welfare, civic and hospital work. Surely America may learn from England's experience the importance of a registry of its Woman Power.

Another handicap was the lack

of a clearing house in regard to woman's work. A great number of organizations immediately sprang up when war was declared, working along parallel lines, many overlapping, all, or practically all, depending upon voluntary contributions for their support. There was no co-ordination of effort. There were no means whereby the work could be standardized. A Bill was passed in the early days of the war which was called the "War Charities Registration Act," in an attempt to regulate the solicitation of funds, and to require a definite accounting by all private organizations for the use of funds contributed for their work.

The WOMAN POWER BOARD, proposed by leaders in women's work in England, would supervise the Woman Power of England, the paid and the unpaid; the skilled and the unskilled; the organized and the unorganized. It would deal with all questions of woman's work and woman's welfare; it would be a clearing house of information regarding all questions affecting women and women's work. Through such a Board, duplication of effort as well as duplication of expense would be eliminated or reduced to a minimum; standards would be developed for woman's labor and woman's welfare. Such a Board would be able to intelligently cooperate in adjusting the inevitable economic issues when the war is over. A Woman Power Board has been recommended under the Treasury Department and was under consideration when I left England the last of December (1916).

Here, again, America has the opportunity to benefit by England's experience, and the need is emphasized of a Woman's Bureau under our own Government, to deal with all questions of woman's work and woman's welfare, not only with the interests of women in industry, vitally important as these interests are, but with the interests of all women and organizations of women.

PLAN TO CO-ORDINATE THE WORK OF WOMEN IN AMERICA

Based upon the demands which have been made upon the women in England and upon the work and splendid achievements of some of the women's organizations in England, as well as upon the conditions and needs in America, a plan of organization to co-ordinate the work of women of America was prepared, and in general outline is as follows:

OBJECT: To co-ordinate and standardize the work of women of America along lines of constructive patriotism; to develop the resources and to promote the efficiency of women in meeting their every-day responsibilities to Home,—to State,—to Nation,—and to Humanity; to provide organized trained groups in every community prepared to cooperate with the Red Cross and other agencies in dealing with any calamity—fire, flood, famine, economic disorder, etc., and in time of war to supplement the work of the Red Cross, the Army and Navy, and to deal with questions of woman's work and woman's welfare.

SLOGAN: For God—For Country—For Home.

SCOPE: The organization shall be National in scope, and its work shall be divided into National Divisions as follows:

A. Social and Welfare (including Patrol Service)
B. Home Economics
C. Agricultural
D. Industrial
E. Medical and Nursing
F. Motor Driving and Messenger Service
G. General Service
H. Health
I. Civics.
J. Signalling and Map Reading
K. Camping

TRAINING: Under each of these National Divisions definite training shall be required for first year members, second year members and third year members. After three years of training in any one Division, members are eligible for the Division Reserve List.

The basis of training for all Divisions shall be standardized physical drill one hour per week, for thirty-six weeks each year.

INSPECTIONS: There shall be an annual inspection of each Local Detachment by a duly appointed officer, and a report submitted to State Headquarters for Detachments within the State. On the basis of such reports it shall be determined whether official recognition of the Detachment shall be continued.

EXAMINATIONS: Annual examinations for members of each Detachment shall be held. Any member failing to pass the first year's examination with a percentage of 50; the second year with a percentage of 60; and the third year with a percentage of 75, may be suspended from the Detachment.

PROMOTIONS: Promotions in rank shall be based upon service and fitness.

REQUIREMENTS FOR MEMBERSHIP: Applicants for membership must be sixteen years of age or over.

Parents of applicants under eighteen years of age must be American citizens.

Applicants over eighteen years of age must be American citizens.

Every applicant for membership is a "probationer" until she has passed the first annual examination with a percentage of at least 50.

PLEDGE OF ALLEGIANCE: All applicants upon being accepted as probationers must sign the Pledge of Allegiance.

UNIFORM: The organization uniform shall be worn at all drills, for the annual encampments and for

such other occasions as may be designated.

LOCAL ORGANIZATION: Under the National Divisions Local Detachments may be formed, each Detachment to consist of not less than ten and not over thirty members, with a Commandant in charge of each Detachment.

Two or more Local Detachments organized under any one of the National Divisions shall be known as a Local Section.

All Local Sections in any one City or Town shall comprise a Local Unit. At the head of the Local Unit shall be a Local Officer-in-Chief (Honorary) and a Local Commandant. The Local Commandant shall be the Local Executive and should be a paid official in charge of Local Headquarters.

The Detachment Commandants shall comprise the Local Cabinet.

The Captains of the Local Sections shall comprise the Local Executive Staff.

STATE ORGANIZATION: All of the Local Sections under any one of the National Divisions shall form a State Section with a State Captain in charge of each Section. All of the State Sections together shall form a State Unit. At the head of the State Unit shall be a State Officer-in-Chief (Honorary) and a State Commandant. The State Commandant shall be the State Executive and should be a paid official in charge of the State Headquarters.

The Captain of each Local Section throughout the State shall become a member of the State Cabinet.

The Captains of the State Sections shall comprise the State Executive Staff.

NATIONAL ORGANIZATION: All of the State Sections under any one of the National Divisions shall comprise a National Division. A Captain shall be at the head of each National Division. At the head of the National Organization shall be a National Officer-in-Chief (Honorary) and a National Commandant. The National Commandant shall be the National Executive and should be a paid officer in charge of the National Headquarters. The Captains of all of the State Sections shall comprise the National Cabinet. The National Captains shall be members of the National Executive Staff.

All of the members of the organization shall comprise the National Council.

AUTHORIZATION OF DETACHMENTS: Any local group of not less than ten nor more than thirty, desiring to organize a Detachment, shall send to Local Headquarters for application form, membership cards, etc. When these forms have been properly filled out, they should be returned with the Charter Fee of $2 to the Local Headquarters. After these papers have been examined and approved by the Local Executive Staff, they should be forwarded to the Office of the State Commandant, from which office the Charter for the group is issued. In cases where the Local and State organizations have not yet been developed, application for Charter may be made directly to the National Office.

COOPERATION WITH OTHER ORGANIZATIONS: Detachments may be organized within the membership of existing organizations, the organization in no way losing its own identity or changing its own plan of work. Detachments may also be organized in schools and colleges. A Charter authorizing the organization of Detachments may be secured through the Local Headquarters of the organization. In cases where Local and State Organizations have not been developed, the application for Charter may be sent directly to National Headquarters.

LEGISLATION: The legislation which should immediately be promoted is:

1. A Bill to create a Woman's Bureau under the Federal Government, to deal with all questions of woman's work and welfare.

2. A Woman Power Board under the Government to become a clearing house regarding women's work — and women's organizations — making possible efficient co-operation with the Government in time of emergency.

3. A Bill to provide for a Registry of the Women of America. either under the Federal Government or through the various State Governments.

The above plan of organization was presented at the Congress for Constructive Patriotism, held in Washington, January 25, 26 and 27, 1917. This plan was endorsed by the Congress. A Woman's Session was held, at which over five hundred women from all sections of the United States were present, representing many National, State and Local organizations. At this Session a resolution was passed, endorsing the program and authorizing the Chairman to appoint an Organization Committee of not less than fifteen members, this Committee to be National in representation, and to formulate plans for an organization to promote the program for Woman's work in America. Thus, The National League for Woman's Service came into being in Washington, D. C., on January 27, 1917. One week later the Country was confronted with a crisis in its affairs with Germany, and the Emergency Program of the League was at once put into operation. The National Headquarters are at 257-259 Madison Avenue, New York City.

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